

13-082906 -01

**Name:** Tom Karel  
**Business Name:** St. Mary's Health Care  
**MiRSA:** West Central Michigan Health Care

**1. What benefits did you hope for when you decided to be part of the RSA?**

If you want things to be different you have to get involved. I want the local RSA to arrive at a model that addresses the shortages of human capital in health care, and to provide a sustainable change. We need to move from talking about the problem to making real and lasting changes.

**2. So far, of the benefits you expected, which have you actually seen?**

There is good collaboration with the employer partners in the community. The MiRSA is staffed with talented people that work in collaborative way, have great listening skills, and are able to engage the partners in the efforts. MiRSA stands behind the effort to produce a change.

**3. Were there benefits other than those you expected?**

I think it gives us all the opportunity to understand each other's business challenges and how the agencies, post secondary and employers can find a solution to the issues challenging health care and the economy in West Michigan.

**4. What results are you expecting from the RSA over the next year or two?**

1. To stay focused on a limited number of clearly identified skill sets and standardize assessment and training to create an applicant pool from which health care employers can select candidates.
2. Establish a gatekeeper through which workers are assessed and moved into specific training based on culture fit and capability to learn.
3. We need a model that we prove works and then expand to other occupations requiring more advanced post secondary degrees.
4. Work in collaboration with post secondary to eliminate backlogs and waiting lists for enrollment in programs.
5. Establish clear process with standardized tools and testing that all employers agree produces candidates with the skill sets we need.
6. . Establish a contract with post secondary education for specific certifications.
7. Establish a model that allows the people that have gone through training to be the primary applicant pool from which employers hire so there are real jobs following the education.
8. We need all healthcare employers to agree that the program is designed in a manner that will produce qualified applicants that all will hire from. .

5. Please tell me whether you agree or disagree with the following statements, and, especially why:

a. "MiRSAs" are much better way for government to work with business"

Agree

b. They make Michigan a more attractive location for business.

True - long term once the model is in place.

c. My participation improves the odds that my business will succeed.

Yes

d. It has already had an impact on my bottom line.

Yes

e. The RSA has other kinds of value to my business.

Yes

f. I would encourage other employers to get involved with a MiRSA.

Yes

The notes above are an accurate account of my interview regarding the Michigan Regional Skills Alliances in which I participate. I authorize the RSA and the State of Michigan to disseminate the story publicly.

☒ You may use my name and the name of my business.

☐ You may not use identifying information, only the content of the interview

Tom Kano

Signature

8/28/06

Date